



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND  
2050 WORTH ROAD  
FORT SAM HOUSTON, TEXAS 78234-6000

MCPE-C

14 December 2004

MEMORANDUM FOR COMMANDERS, MEDCOM MAJOR SUBORDINATE  
COMMANDS

SUBJECT: National Security Personnel System (NSPS) Spiral 1.3

1. Madigan Army Medical Center deserves our congratulations for being selected as one of the first organizations to implement the Department of Defense NSPS. Madigan's General Schedule/General Merit (GS/GM) civilians located in the Tacoma commuting area will implement NSPS as early as July 2005. They will have the historic opportunity to shape the future of the civil service personnel system. More importantly, Madigan will establish a framework and model for the rest of MEDCOM's CONUS-based GS/GM employees when we implement NSPS Spiral 1.3 in October 2006.

2. I am committed to making NSPS a success. NSPS is important to our mission. It will enhance our ability to size, shape, and deploy our workforce to meet changing missions and requirements. It will provide a more modern, flexible, and agile human resources system that is responsive to the medical and national security environment. I ask Commanders at all levels to provide a copy of this memorandum to all GS/GM civilians and to give their full support in making a successful transition to NSPS.

3. HQ MEDCOM will establish a Program Delivery Team (PDT) composed of representatives from Resource Management, Public Affairs, Legal, Human Resources, and Program Analysis and Evaluation to implement NSPS. The PDT will manage the NSPS implementation to ensure integration and coordination within MEDCOM, other MACOMs, Army and the Department of Defense. The PDT will issue guidance and instructions as details of NSPS become public. The POC for this action is Nora Seifert, DSN 471-7289, COMM (210) 221-7289, [nora.seifert@amedd.army.mil](mailto:nora.seifert@amedd.army.mil).

FOR THE COMMANDER:

JOSEPH G. WEBB, JR.  
Major General, DC  
Chief of Staff